

FOLIO

Human Resources Unit: "Looking After Our Own"

The establishment of a new unit within the University's Office of Personnel Services and Staff Relations will "bring The University of Alberta to the forefront of personnel management in Canadian universities," according to Brian Caunt, the Director. And now, with the recent approval of the Board of Governors, the mechanism is firmly in place to set up such a unit. Expected to begin operations in the spring of this year, the Human Resources Unit will have a two-fold mandate: the enhancement of the existing work force, and the development of a new non-academic classification system.

The recent Board decision is by no means an over-night one. Rather, it goes back to the early '70s and the Senate Task Force on the Status of Women. The original mandate of that Task Force was "through public discussion and research to review the status and career patterns of women employees at The University of Alberta." It soon became apparent, however, that such a mandate was too broad, that the complexity and number of job classifications in the non-academic field warranted a separate study of the status of women there. "This in no way was meant as a down-grading of the needs of non-academic women," says Mary Totman, Executive Officer of the Senate. "On the contrary, the feeling of the Task Force was clearly that the special difficulties facing non-academic women needed more time and resources than those then available to the Senate. Hence, Recommendation 6."

That recommendation, "that a professional, external study be authorized into the status and employment patterns of non-academic women employees of the University with special reference to the personnel classification system," paved the way for various initiatives in that regard over the next few years. But it was not until December 1980 that the Board approved as policy that "the University wishes to ensure that within a reasonable period of time, representation of male and female employees in all job classifications will approximate the proportion of qualified and interested persons of both sexes available." Accepting this policy statement as an instruction, the administration subsequently appointed William Mercer Limited to conduct a study which would "(1) examine the employment and promotional practices at the University and determine if inequities exist (or are perceived to exist) in these areas, and (2) implement programs or modify the Personnel policies and programs to reflect the equal employment commitment that has been made by the University."

Early in their deliberations, Mercer representatives requested that an Equal Employment Review Committee be established on campus to "act as a sounding board for the consultants throughout the study, and provide a broad range of views from the University community." That committee, which worked actively with the consultants, included representatives from the Senate/Board of Governors, the Non-Academic Staff Association (NASA), the Registrar's Office, the Library, and Personnel Services and Staff Relations.

The Mercer review was completed in June 1982, with results that were predictable but nonetheless disturbing. Briefly summarized, the findings indicate that "(1) female participation in the integrated job titles (those in which the representation of women is greater than twenty percent and less than eighty percent) is concentrated in the lower positions in all

cases, with only minimal participation in the higher paying job titles; (2) on average, female salaries are lower than males in all occupational groups and the average length of service at the University is greater for males in all groups except Medical/Dental. At the job title level, differences occurred between male and female salary levels when service appeared to be approximately equal. Differences in salaries paid for identical job titles were also evident across departmental groups; (3) eighty-nine percent of full-time female staff were employed in positions with grid levels between five and nineteen. This compared with fifty-four percent of the male population; (4) the percentage of females in each salary group decreased as the salary levels increased. The reverse held true for the male population; and (5) job movement (appears to be) limited for all non-academic staff, although men have a greater opportunity for promotion, while women tend to have more access to lateral transfers."

Reaction to the Mercer Report is perhaps best summarized by Mr. Caunt. "It is very important to recognize at the outset that we have no intention of apologizing for our personnel policies and practices. And it is also important to realize that, while the statistics quoted in the findings are mathematically precise, they can easily be misinterpreted if looked at with no regard to important background information. "True," he continues, "the report indicates some systemic discrimination, but these are a reflection of historical patterns and conservative employment practices. The University of Alberta has a clear commitment to equal employment opportunities and we are certainly as enlightened in this regard as other employers in the area."

While the report contained few surprises, it nonetheless focussed on a situation that must be dealt with. Thus, the establishment of the Human Resources Unit. According to Mercer, the University's non-academic classification system in itself contributed to inequality of treatment. And so, the push is on to develop a new salary administration system. In consultation with the Human Resources Unit, a consultant firm will be hired to do a thorough job evaluation study which, according to Mr. Caunt, will determine the relative value of every job category in relation to every other job category. The study, which is scheduled to begin this spring, is expected to take up to two and a half years. "It's a major undertaking," acknowledges Mr. Caunt, "but one that must be tackled

Celebrations Part IV

There are many who would concur with the opinion recently expressed by George Baldwin, Vice-President (Academic) that "one of the best named and most imaginative of the University's 75th anniversary celebrations" is the six-part series sponsored by the Department of English and the Canadian Studies Program. Part four of Celebrations, "The Rising Generation," takes place this weekend in the AV Wing of the Humanities Centre and features such distinguished Canadian writers as Aritha Van Herk, Steve Hume, Caterina Edwards, Leona Gom, Lorna Uher, and Monty Reid. More information on the two-day event, which includes a commemoration of the Folinsbee prize in creative writing, can be found in *Coming Events*, page 5. □

if we are to rectify difficulties which exist in the present situation."

Just as important as the classification study will be the on-going work of the new Human Resources Unit. The focus of the Unit will be the education and training of staff in enlightened personnel policies and practices and the improvement of communication flows. This training will be on many levels, according to Mr. Caunt. "We'll start with our own staff," he explains, "and concentrate on improving their personnel skills as they relate to equal employment opportunities. From there, we need to reach out to all areas of the campus and work with those people responsible for the final employee selection in their own areas." At the same time, the Unit will be developing programs designed to enhance the opportunities of the existing work force, particularly, concedes Mr. Caunt, the women in that work force. "We expect the Unit to act as a catalyst in providing additional skills and experience that will lead to greater job flexibility and responsibility."

Personnel Services and Staff Relations is responsible for more than 4,000 non-academic staff. The backbone, if you will, of the University. The creation of the Human Resources Unit appears to be an attempt to solidify that group, and strengthen it. "We are the first University in Canada to attempt anything so far-reaching," sums up Mr. Caunt. "We have a commitment at this University to look after our own. And that's the way it should be."□

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*The Office of Community Relations
423 Athabasca Hall
The University of Alberta
Edmonton, Alberta T6G 2E8
(403) 432-2325*

*All enquiries and correspondence should be directed to:
Ron Thomas
Editor*

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Explorer of the Nature of Intelligence Coming Here as Distinguished Visiting Speaker

Reuven Feuerstein of Bar Ilan University and Director of Hadassa-WIZO-Canada Research Institute in Israel, will be on campus for three weeks beginning 31 January, as a Distinguished Visiting Speaker.

Dr. Feuerstein was born in Romania some sixty years ago. He emigrated to Israel at the end of the Second World War and worked with young immigrants who had lost their families in Europe. Many of these youngsters were severely troubled and were virtually unable to deal with life. Through working with these children, Dr. Feuerstein began to define

the nature of just what it is that enables people to cope with the world around them. More precisely, what is it that enables people to behave and act intelligently?

The development of these insights into the nature of intelligence was further augmented through his study with Jean Piaget in Geneva, his work with Andre Rey in North Africa, and through twenty years of work with children and adolescents. Dr. Feuerstein belongs to the European school of thought in which learning is seen as encompassing a combination of direct experience with the world and the active application on to that experience of a set of "meetings" and cognitive structures which are innate.

Failure to learn and retardation of one's behavior, in comparison to the norm, is directly related, according to Dr. Feuerstein, to three general sources of difficulties. These difficulties are: failure to perceive the world accurately, failure to understand one's perception, and lack of skill development to provide appropriate responses to situations.

Feuerstein's Theory of Intelligence may be best described as a theory of Cognitive Modifiability and Mediated Learning Experience.

The term "modifiability" bears no association with the term "modification" as used by behaviorists. It essentially entails the changing of a person's cognitive (thinking) processes, as a result of new information and new input. By way of contrast, modifiability or the mediation process is one whereby an adult intervenes between the experience of objective events and things, and the child's reaction to them. The role of the adult is to help the child attend to relevant information, to place appropriate meanings on experiences, and to help the child develop an appropriate repertoire of responses to various meaningful experiences which the child has encountered. Dr. Feuerstein believes that many children such as those he first met among immigrants to Israel do not learn how to seek out information and to use it, to apply appropriate meaning to it, and to develop an adequate range of responses to it, all by themselves. Such

children are typically found among the disadvantaged and the mildly retarded. Feuerstein's method has been applied successfully to improve these youngsters' thinking.

Dr. Feuerstein has developed the Learning Potential Assessment Device (LPAD). This "dynamic assessment" device is "geared to spotting those areas which can be, and should be, enriched and re-awakened so that the child can be raised in level ... they are not geared to pigeon-holing or categorizing this or that child simply as retarded, and consigning him to some institutionalized waste-heap."

Mark Twain once wrote, in regard to intelligence, that "Everybody talks about it, but nobody does anything about it." Dr. Feuerstein is a person who has done something about it. His method is followed in many parts of Canada, the United States, and in South America.

Dr. Feuerstein will hold three public lectures in 2-115 Education North, beginning at 7:30 p.m. as follows: 2 February (for special education teachers), "Passive acceptance versus active modificational approaches in special education: Outline of a program." 9 February (for the general public), "Instructional cognitive modifiability: Need, Possibility, and Ways. Implications for parents, educators, and therapists." 16 February (for teachers and administrators), "The Teacher and the School as mediating agents: Goals, means and significance."

There will be a series of three continuing seminars for graduate students and staff to be held in 129 Education South, beginning at 3:30 p.m. on 3, 15, and 17 February.

Dr. Feuerstein will be available for consultation in 6-119D Education North, telephone 432-2639.

Further information can be obtained from E. Romaniuk, telephone 432-5245.□

Authority on Nutritional Assessment to Give Lectures, Seminars Next Week

Virginia A. Beal, Professor of Nutrition at the University of Massachusetts, will be on campus from 16 to 21 January as a visiting lecturer at the invitation of the Department of Foods and Nutrition. This year she was recognized by the American Dietetic Association for her outstanding contributions to the profession of dietetics. Professor Beal is recognized as one of the leading authorities on nutritional assessment. Among her major contributions are longitudinal dietary studies of children and investigations of nutrition during pregnancy. For many years she has served as a consultant for epidemiological

studies and dietary surveys in the United States.

While Professor Beal is on campus she will discuss many aspects of nutritional assessments including dietary data collection. Lectures, seminars and informal meetings with students and staff have been planned for the week of 17 January. The open public lecture will be given on Tuesday, 18 January at 8 p.m. in TL-B1 Henry Marshall Tory Building. The title of the lecture is to be "Food for Human Growth." Also, a seminar will be presented on Tuesday, 18 January at 4 p.m. in 129 Education South. It will focus on "Methodology for Di-

etary Surveys."

Professor Beal has recently published a text entitled *Nutrition in the Life Span*. She has been recognized as an outstanding educator in America. Through the years she has conducted many studies to examine the relationships between nutrient intakes and health, mostly in children and pregnant women. Virginia Beal and her colleagues were pioneers in establishing the importance of the nutritional status of the pregnant woman. They reported a close correlation between the nutritive value of the diets of pregnant women in Boston, Massachusetts, and the condition of their

babies. Virginia Beal is an expert on collecting dietary data. She has worked extensively with the "dietary history" which is now recognized as "the most suitable method for obtaining accurate estimates of habitual dietary intake." The methodology is documented in Virginia Beal's article "The nutritional history in longitudinal research" published in the *Journal of the American Dietetic Association* in 1967.

Professor Beal's visit to Edmonton is made possible by an award from the Alberta Heritage Foundation for Medical Research. □

Brahms Festival to Celebrate Composer's Birth

Four symphonies, two piano concertos, three string quartets, three piano quartets... the list goes on and on. Johannes Brahms, born 150 years ago, was a prolific and an exceptional composer. To honor him, and as part of its contribution to the University's 75th Anniversary celebration, the Department of Music is sponsoring a three-part Brahms Festival which includes in its program selections of Brahms's works for string quartet, piano, chorus and orchestra, and solo voice.

The first of the three concerts will be held on Wednesday, 9 February, in Convocation Hall and will feature the acclaimed Concord String Quartet with guest pianist Gilbert Kalish. Hailed by the *New York Times* as "one of the best American string quartets," the Concord String Quartet currently holds the Artist-in-Residence appointment at Dartmouth College, a position it has held for the past eight years. Internationally renowned for both its live performances and its recordings, the Quartet is widely-acclaimed for the world premieres of more than sixty new works. A highlight of the Quartet's current musical season is a series of six concerts, to be performed in New York, which presents the complete Beethoven Quartet Cycle.

The program for the first concert, which begins at 8 p.m., includes three selections. Opening the program will

be a performance of the Brahms Quartet No. 2 in A Minor, Op. 51, No. 2 (c.1873). This will be followed by Quartet No. 2 (1907-1913) by Charles Ives, a work described as "presenting Ives at his thorniest."

Both selections will be performed by the Concord String Quartet, which will be joined in the second half of the program by pianist Gilbert Kalish for Brahms's famous Piano Quintet in F Minor, Op. 34 (1861-1864). Mr. Kalish, pianist with the Contemporary Chamber Ensemble since its inception in 1960, and a member of the Boston Symphony Chamber Players since 1968, has travelled internationally and is recognized for both his solo work and his contribution to chamber music. Currently the Head of Keyboard Activity at the Berkshire Music Centre, Mr. Kalish teaches at the State University in New York, where he is Artist-in-Residence.

The second concert in the series, to be held on Wednesday, 16 February in the Northern Alberta Jubilee Auditorium, features the well-known Brahms Requiem, performed by the Richard Eaton Singers and the Edmonton Symphony Orchestra. *Ein Deutsches Requiem* is generally considered to be Brahms's greatest choral work and is acknowledged to be one of the masterworks in the whole of choral literature. The first performance of the *Requiem* was conducted by Brahms at the age of thirty-

five and established his reputation throughout Europe. The orchestra and chorus, to be conducted by the University's Leonard Ratzlaff, will be joined by soloists Dianne Nelsen (soprano) and Harold Wiens (baritone).

The third concert in the Brahms Festival, to be held on Wednesday, 9 March, in Convocation Hall, features Dutch soprano Elly Ameling performing a variety of works by both Brahms and Robert Schumann. Brahms' *Lieder* (art songs) have been described as "delicately organized

and articulated structures with a logic of their own." Madame Ameling, recognized as the world's foremost female lieder singer, will be accompanied on the program by pianist Rudolf Jansen.

Tickets for the three concerts in the Brahms Festival, all of which will begin at 8 p.m., are available from the SUB Box Office and from all BASS outlets. General admission is \$10; students and seniors may purchase tickets at \$7.50. □



The Concord String Quartet in an enviable pose.

Boreal Institute Awarded Major Grant by Donner Canadian Foundation

The Donner Canadian Foundation has awarded a grant of \$350,000 to the Boreal Institute for Northern Studies to enable an investigation of the epidemiology and control of viral hepatitis in northern Canada. This project was undertaken following wide consultation with health care authorities in Canada.

The study, to be conducted in the Northwest Territories over a period of two years, will provide a detailed analysis of the extent of hepatitis B amongst Inuit, Indians, and other indigenous peoples. Preliminary data involving three widely separated northern communities have suggested that this viral infection has been prevalent throughout northern regions for many years, and has contributed to the over-all health problems of people living in these areas.

Many of the hepatitis B infections are initially very mild or inapparent, but the virus persists in a small percentage of individuals who remain chronically infected. These chronic carriers of hepatitis B virus are a potential source of infection to household and other close contacts. In addition, these chronic carriers may develop serious liver disease, including a particular form of liver cancer, in later life.

This research is particularly timely since a vaccine to prevent hepatitis B was licensed for use in Canada in October 1982 and should prove highly effective in the future control of this viral infection. The epidemiological study will provide a valuable information base for the most efficient utilization of this relatively expensive vaccine which is currently in short supply.

The University of Alberta is pleased to be involved in this project, which was initiated within the Faculty of Medicine and developed in concert with the Boreal Institute for Northern Studies. The principal investigator is Bryce Larke, who is Professor of Pediatrics and Clinical Virologist at the Provincial Laboratory of Public Health affiliated with The University of Alberta. Dr. Larke is a native of Alberta who received his medical training at Queen's University, then did postgraduate work in virology and infectious diseases in Toronto and Cleveland. He was a member of the Faculty of Medicine at Case Western Reserve University in Cleveland and at McMaster University in Hamilton before joining The University of Alberta in 1975. □

Library Carrel Assignments

Because of the severe shortage of seating spaces in the libraries, the GFC Library Committee has initiated a new policy for assignment of study carrels. The policy, which became effective on 1 January, applies to Cameron and Rutherford Libraries only.

Carrels will be assigned by the Library on the basis of demonstrated need to use library materials intensively for major research. The priorities are: graduate student working on thesis; student in honors program working on major research paper; senior student working on major research project.

The assigned terms will be 1 September to 31 December; 1 January to 30 April; and 1 May to 31 August. Renewals will be possible. Two people will be assigned to share the use of each carrel.

Applications for carrel assignments are to be signed by the honors/graduate adviser and countersigned by the departmental chairman. Application forms are available at the Circulation Services Office, 2nd floor, Cameron Library, or departmental offices. □



The Senate

The University of Alberta

Nominations for Honorary Degrees

The Senate invites members of the public to nominate candidates for Honorary Degrees.

The University of Alberta awards Honorary Degrees to individuals who have made outstanding contributions during their lives. The University Senate is responsible for choosing four or five recipients each year.

Nominees may be of local, national or international reputation and need not be of Canadian citizenship.

Nominations must be received in The Senate Office by Friday, February 4, 1983, and should include at least the signatures and addresses of two nominators, as well as a resumé of the nominee. Enquiries should be addressed to:

The Senate
The University of Alberta
150 Athabasca Hall
Edmonton, Alberta
T6G 2E8

Phone (403) 432-2268

publications

Barclay, Harold (Anthropology):

"Egypt: struggling with secularization," in Carlo Caldarola (ed.), *Religion and Societies: Asia and the Middle East*. The Hague: Mouton.

"Sudan: on the frontier of Islam." *Ibid.*

People Without Government: The Anthropology of Anarchy. London: Kahn & Averill.

Blodgett, E.D. (Comparative Literature): *Configuration: Essays in the Canadian Literatures* (Downsview: ECW Press, 1982).

Buchignani, Norman (Anthropology): "The social and self identities of Fijian Indians in Vancouver." *Urban Anthropology* 9 (1), pp. 75-98.

"The political organization of South Asians in Canada, 1904-20," in J. Dahlie and T. Fernando (eds.), *Ethnicity, Power and Politics in Canada*. Scarborough: Butterworths. *Anthropological Approaches to the Study of Ethnicity*. Occasional Paper 82-13, Multicultural History Society of Toronto. "Canadian ethnic research and multiculturalism." *Journal of Canadian Studies* 17 (1), pp. 16-34.

Fedigan, Linda (Anthropology): *Primate Paradigms: Sex Roles and Social Bonds*. Montreal: Eden Press.

Porter, Abioseh Michael (Comparative Literature): "The Child-Narrator and the Theme of Love in Mongo Beti's *Le Pauvre Christ de Bomba*." *Design and Intent in African Literature* (Washington, D.C.: Three Continents Press, 1982), pp. 103-107.

Slavutych, Yar (Slavic and East European Studies): "Ukrainian Literature in Canada," in Manoly Lulupul (ed.), *A Heritage in Transition: Essays in the History of Ukrainians in Canada* (Toronto: McClelland and Stewart, 1982), pp. 296-310.

Young, David (Anthropology): "Aesthetic response as coping behavior: an anthropological perspective." *Studies in Art Education*, Fall 1982.

Zelmer, Amy E. (Associate Vice-President, Academic) and Zelmer A.C. Lynn: "Simulation/ Gaming for Health Teaching." *CHES Technical Publications 3* (Canadian Health Society, 1982).

service information

All information to be included in this column must reach the Office of Community Relations by 9 a.m. the Thursday prior to publication.

Coming Events

Lectures and Seminars Informal Italian Colloquia

Are held on Thursdays from 1 to 2 p.m. in the Department of Classics Faculty Lounge. They are open to anyone wishing to practice their Italian. 1-37 Humanities Centre.

Department of English

13 January, 3:30 p.m. S. Stambaugh will give a lecture entitled "Patriarchy and Subversion: Two Stories by Isak Dinesen." 5-20 Humanities Centre.

17 January, 4 p.m. R.J. Merrett will speak on "Irony and Theology in Eloisa to Abelard." 5-20 Humanities Centre.

Forestry Seminar

13 January, 3:30 p.m. Roger Shaneman, Manalta Coal Ltd., Calgary, will speak on "Coal Mining in Commercial Forests—A Study in Potential Land-Use Conflict." 345 Chemical/Mineral Engineering Building.

Department of Entomology

13 January, 4:30 p.m. A.R. Forbes, Entomology Section, Agriculture Canada, Vancouver, will present a seminar entitled "Mouthparts and Feeding Mechanisms of Insect Vectors of Plant Viruses." 245 Earth Sciences Building

Department of History

14 January, 3:05 p.m. Brian McKercher will speak on "Austen Chamberlain's Control of British Foreign Policy, 1924-1929." 2-28 Tory Building.

Alberta Heritage Foundation for Medical Research

14 January, 3:30 p.m. A.O. Dennis Willows, Chairman, Department of Zoology, University of Washington, will speak on "Neurons and Peptides That Control Feeding Behavior in Molluscs." 345 Earth Sciences Building.

Department of Economics

17 January, 3 p.m. Kenneth Gordon will present a seminar entitled "Luxury Among the Physiocrats." 8-22 Tory Building.

19 January, 3 p.m. Thomas T. Schweitzer, Economic Council of Canada, will speak on

"Migration and a Small Long-run Econometric Model of Alberta." 8-22 Tory Building

Department of Slavic and East European Studies: Social Sciences Seminar

18 January, 3:30 p.m. I. Rudnytsky will speak on "The Social Philosophy of Volodymyr Wynnychenko." 311 Athabasca Hall.

Faculty of Home Economics, De- partment of Foods and Nutrition

18 January, Virginia A. Beal, Professor of Nutrition at the University of Massachusetts, will present two lectures.

At 4 p.m., she will speak on "Methodology for Dietary Surveys." 129 Education South. The second lecture will be at 8 p.m. on "Food for Human Growth." TL-B1 Tory Lecture Theatre.

Boreal Institute

18 January, 8 p.m. Bryce Larke, Professor of Pediatrics, Clinical Virologist, Alberta Provincial Laboratory, will speak on "Viral Hepatitis, Its Implications for Northern Canada." CW-410 Biological Sciences Building.

Department of Anthropology

19 January, 3:30 p.m. B. Sigmon, University of Toronto, will speak on "The Postcranial Skeletal Evidence in Hominid Evolution." 14-6 Tory Building.

The department will host two Distinguished Visitors: Robert Tonkinson from the Department of Prehistory and Anthropology, Australian National University, Canberra; and James Woodburn from the Department of Social Anthropology, the London School of Economics and Political Science, University of London. They will present the following lectures

18 January, 7:30 p.m. Dr. Tonkinson will speak on "The Foraging Mode of Production Among Aborigines of Australia's Western Desert" and Dr. Woodburn will speak on "Equality in Human Societies: An Anthropological Approach." Tory Lecture 2.

20 January, 3 p.m. Dr. Tonkinson will present a seminar entitled "Religion as Economy in Western Desert Aboriginal Culture." 14-6 Tory Building.

25 January, 3 p.m. Dr. Woodburn will speak on "Economy and Social Organization in Hunting and Gathering Societies: A Comparative Approach." 14-6 Tory Building
27 January, 3 p.m. A summary colloquium which will also involve two members of the department, Michael Asch and Milton Freeman. 14-6 Tory Building

Faculty of Medicine

20 January, 2 p.m. Donald Bates, Department Of Medicine, McGill University, will present a lecture, "What Would Happen to Canada in a Nuclear War?" Sponsored by Edmonton Chapter, Physicians for Social Responsibility, and the Faculty of Medicine Education North Auditorium.

Department of Botany

26 January, 3:30 p.m. Dorothy Fabijan, Department of Botany, will speak on "A systematic analysis of the *Viola nuttallii* complex." M-137 Biological Sciences Building

Science Dining Club

26 January, 6 p.m. J.A. Plambeck of the Department of Chemistry will speak on

"Chemistry: 1583 A.D.—Alchemy and Philo-
giston." For reservations, please phone Donna
Arbuthnott at 432-5072. Guests are welcome. Sav-
katchewan Room, Faculty Club.

Music

Edmonton Gregorian Chant Choir

The choir meets every Monday evening, 7 to 8:30 p.m. For more information, call St. Joseph's College at 433-1569. No experience necessary. 3-01 Rutherford Library South.

Department of Music

14 January, noon. Annalee Patipatanakoon, 1982 Winner of the S.C. Eckhardt-Gramatte Competition for the Performance of Canadian Music on the violin and Marylou Dawes on the piano Convocation Hall, Arts Building.

17 January, 8 p.m. St. Cecilia Orchestra with Malcolm Forsyth, conductor. Convocation Hall
21 January, 5 p.m. A non-compulsory student recital featuring Sandra Butner on the flute. Convocation Hall.

75th Anniversary Events

14 and 15 January. Celebrations: The rising generation. With Aritha van Herk, Monty Reid, Steve Hume, Caterina Edwards, Lorna Uher, Leona Gom. 14 January, noon to 3 p.m. readings; 8 p.m.: panel discussion (AV Wing, Humanities Centre); 15 January, 2 to 4 p.m. readings, Centennial Library Music Room. For further information: 432-5086.

Exhibitions

Until 6 February: "New Work New York." Ring House Gallery.

Rutherford House

The restored home of Alberta's first premier, A.C. Rutherford, is located on the campus of The University of Alberta, which he founded. Costumed guides show visitors through the re-furnished rooms. Open: Although undergoing further restoration, Rutherford House will be open each Saturday and Sunday Noon to 6 p.m. Group tours at other times may be arranged by calling 427-5708 during office hours at least one week in advance.

Films

13 January "The Long Search: Quest for Faith" Film Series features "Hinduism: 330 Million Gods" at 12:30 p.m. in the Newman Centre of St. Joseph's College; 7:30 p.m. in Room 158 of the Students' Union Building. Sponsored by the U of A. Chaplains.
20 January "The Long Search: Quest for Faith" Film Series features "Protestant Spirit U.S.A." at 12:30 p.m. in the Newman Centre; 7:30 p.m. in Room 158 SUB. Sponsored by the U of A. Chaplains.

Radio and Television Radio

Programs broadcast on CKUA radio 580 AM and 94.9 FM.

14 January, 8 p.m. "Animal Communications and Animals in Literature."

15 January, 7 p.m. University Concert Hall—"Concerts, recitals, and interviews with Faculty and special guests of the Department of Music"

19 January, 7 P.M. Behind the Curtain—"Solstice Mutiny" written by Gerald Locke.

19 January, 7:30 p.m. Extensions—

"Instructors in the Faculty of Extension discuss their subject areas."

19 January, 7:45 p.m. Perspectives—"Issues underlying current events examined in lively debate format."

21 January, 8 p.m. Voiceprint—"Urdu Language and Literature."

Television

Programs broadcast on Q-9 and C-13.

17 January, 9 p.m. Islam in Focus.

19 January, 9 p.m. Faculty Profiles: Faculty of Arts, Department of English—"A Way With Language"

20 January, 9 p.m. Crosscheck, Hockey "A psychiatrist's investigation of aggression in minor hockey."

Sports Basketball

14 January, 8 p.m. Pandas vs. U.B.C. Thunderbirds

15 January, 8 p.m. Pandas vs. University of Victoria Varsity Gym.

Hockey

14 and 15 January, 7:30 p.m. Golden Bears vs. U.B.C. Thunderbirds Varsity Arena

Matters of Faith

Lutheran Campus Ministry Worship each Sunday at 10:30 a.m. in the Newman Centre, the west basement of St. Joseph's College. All are welcome
19 January, 7:30 p.m. Father Jack Madden, C.S.B., Campus Ministry, will speak on "The Old Testament." How it developed, the kinds of books, a glance at the book of Genesis and the Psalms. 102 St. Joseph's College

SUB Theatre

Music

13 and 14 January, 8 p.m. Jerry Parry Promotions and SUB Theatre present solo dancer Margie Gillis. Tickets available at all BASS outlets. Special prices for students.

15 January, 7:30 and 9:30 p.m. SUB Theatre presents jazz trumpeter Dizzy Gillespie and his trio. Tickets at all BASS outlets.

Films

17 January, 8 p.m. Edmonton Film Society--International Series. Admission by series ticket only, available at SUB Box Office, Woodward's, or at the door.

18 January, 8 p.m. "Best Little Whorehouse in Texas" (1982)

19 January, 8 p.m. "History of the World, Part I."

Non-Credit Courses

Faculty of Extension Comprehensive Planning

Dates: 17 to 19 January. Time: 9 a.m. to 4:30 p.m.
Fee: \$175. For further information, call 432-2912.

Urban Design

Dates: 17 to 19 January. Time: 9 a.m. to 4:30 p.m.
Fee: \$175. For further information, call 432-2912.

Aerobic Dance Plus

Date: Starts 1 February. *Fee:* \$65 for 20 classes.
Phone: 432-2015.

Fitness for Women (2)

Date: Starts 25 January. *Fee:* \$65 for 20 classes.
Phone: 432-2015.

From Fat to Fit

Date: Starts 25 January. *Fee:* \$65 for 20 classes.
Phone: 432-2015.

Relaxercise (1) or (2)

Date: Starts 17 January. *Fee:* \$75 for 16 classes.
Phone: 432-2015.

Awareness Through Movement--The Feldenkrais Method

Date: Starts 1 February. *Fee:* \$95 for 10 classes.
Phone: 432-2015.

T'ai Chi (1) and (2)

Date: Starts 25 January. *Fee:* \$95 for 10 classes.
Phone: 432-2015.

Gentle Stretch for Better Health

Date: Starts 26 January. *Fee:* \$40 for 10 classes.
Phone: 432-2015.

Stress in Industry

Dates: 20 January to 10 March. *Time:* 8 to 10 p.m.
Fee: \$125. For further information, please call 432-5067.

So You Want to Computerize?

Date: 26 January. *Time:* 9 a.m. to 4:30 p.m. *Fee:* \$115. For further information, please call 432-5066.

Transactional Accounting Workshop

Dates: 27 and 28 January. *Time:* 8:30 a.m. to 5:30 p.m. *Fee:* \$185. For further information, please call 432-5067.

Assertive Management for Women

Dates: 9, 10 and 11 February. *Time:* 9 a.m. to 4:30 p.m. *Fee:* \$250. For further information, please call 432-5066.

Tax Planning For the Owner Managed Business

Date: 10 and 11 February. *Time:* 9 a.m. to 4:30 p.m. *Fee:* \$165. For further information, please call 432-5067.

Short Course on the Income Tax Act

Dates: 15 February to 22 March. *Time:* 7 to 9 p.m. *Fee:* \$120. For further information, please call 432-5066.

Compulsive Eating and Body Image

Dates: 15 January, 10 a.m. to 5 p.m. and 16 January, 10 a.m. to 3 p.m. *Instructor:* Cheryl Malmø. *Fee:* \$50. Call the Women's Program, 432-3093 for information.

Financial Planning for Women

Dates: 6 Mondays beginning 17 January. *Instructor:* Orlene Lacey. *Fee:* \$30. Call the Women's Program, 432-3093 for information.

Construction Planning and Scheduling

Dates: 17 to 18 January. *Time:* 9 a.m. to 4:30 p.m.

Fee: \$260. For further information, call 432-5532.

Short Course in Airphoto Interpretation

Date: 24 to 28 January. *Time:* 8:30 a.m. to 4:30 p.m. *Fee:* \$330. For further information, call 432-5061.

Role of Concrete Quality Monitoring on Construction Sites

Date: 27 January. *Time:* 9 a.m. to 4:30 p.m. *Fee:* \$70. For further information, call 432-5532.

Group on Oriental and African Languages and Area Studies

Afro-Asian Languages

GOALAS is now taking registration for the following non-credit language courses between 8:30 a.m. and 4:30 p.m. No tuition fee is charged but teaching aids should be purchased as needed. Duration of courses: 17 January to 30 April. For further information, please contact course instructors: Hindi: *Thursdays, 7:30 to 9 p.m.* Instructor: A. Sharma (432-3397). Tamil: *Beginners: Thursdays, 5 to 7 p.m.* Instructor: V. Manickvel (432-3059). Second Level: *Mondays, 5 to 7 p.m.* Instructor: V. Manickvel (432-3059). Telugu: *Fridays, 5 to 7 p.m.* Instructor: S. Subbarao (432-4652). The following courses will be offered subject to sufficient enrolment: Swahili (East Africa): Ewe (Ghana); and Yoruba (Nigeria). For information and registration, please contact S. Subbarao (432-4652).

Notices

Capital Equipment Purchases

A program has been developed to provide the carry-over of unspent capital equipment funds into the next budget year. This carry-over will be limited to the lesser of fifteen percent of the departmental capital equipment budget or \$25,000. Where the balance of unexpended funds is sufficient, commitments incurred by purchase orders placed before 31 December will be allocated a carry-over equivalent to the amount of the commitment.

Where the balance of your unexpended and/or uncommitted capital equipment budget is presently in excess of the foregoing limits, you are urged to place purchase orders for your further needs now to help ensure that delivery is effected before 31 March 1983. The program will not provide a carry-over in relation to commitments by purchase orders placed later than 31 December other than in instances where a well-documented justification of circumstances merits exception. Application for exemption should be submitted to the attention of D. Grover, Office of the Comptroller, 432-4654. Final approval on capital equipment carry-overs remains with the Vice-President (Facilities and Services) R.E. Phillips.

Unexpended funds in excess of the limiting factors will lapse into a Capital Equipment Contingency Account.

Reference: Flexible Expenditure Program, *Manual of Administrative Procedures*, 728.4.

Presidential Review Committee

The Nominating Committee is seeking nominations for one member of the faculty to be appointed to the above-named review committee by General Faculties Council. Would those persons interested in serving on this Review Committee, or those who have suggestions for nominees, please contact the

Secretary of the Nominating Committee, Mrs. P.M. Plaskitt at 2-1 University Hall. It would be appreciated if a vita of four or five lines could accompany any nomination.

GFC Planning and Priorities Committee

The GFC Nominating Committee is seeking nominations for one member of the faculty to serve on the above committee. Nominees should not in this instance be from the Faculties of Arts, Science, Education, Law, Agriculture and Forestry, Medicine.

Would those people interested in serving on PPC, or those who have suggestions for nominees, please contact the Secretary of the Nominating Committee, Mrs. P.M. Plaskitt, at 2-1 University Hall. It would be appreciated if a vita of four or five lines could accompany any nomination.

Scholarships, Fellowships, and Awards

Howard V. Phalin-World Book Graduate Scholarship in Library Science

Donor: Canadian Library Association. *Where tenable:* At an accredited library school in either Canada or the United States. *Level:* Graduate. *Field:* Library Science. *Value:* \$2,500. *Number:* One. *Duration:* One academic year. *Conditions:* Normally candidates will already hold a BLS or an MLS degree but in exceptional circumstances consideration will be given to an outstanding candidate with a degree in another discipline who wishes to obtain a BLS or MLS. Award must be used for a program of study or series of courses either leading to a further library degree or related to library work in which the candidate is currently engaged or to library work which will be undertaken on completion of the program or courses. Must be Canadian citizen or have permanent resident status. *Closing date:* 1 March 1983. *Further information and application forms should be requested from:* Scholarships and Awards Committee, Canadian Library Association, 151 Sparks Street, Ottawa, Ontario K1P 5E3.

Smuts Visiting Fellowship in Commonwealth Studies

The Managers of the Smuts Memorial Fund invite applications for a Smuts Visiting Fellowship in Commonwealth Studies for the academic year 1984-85. The tenure of the Fellowship will be for one year from 1 October, but the date of the commencement of tenure may be altered by the Managers by not more than a few months to suit the convenience of the person appointed. The Fellow will be expected to reside in Cambridge during the major part of the tenure of his appointment and to devote himself to the advancement of Commonwealth Studies in Cambridge, mainly by pursuing his own research, but also by participating in the teaching work of the University. The Editorial Board of the Cambridge Commonwealth Series will consider publication in the Series of suitable work produced during the tenure of the Visiting Fellowship.

The emoluments of the Visiting Fellow will be a sum to be determined by the Managers, after taking account of his other resources, up to 6,000 pounds. The Managers will be prepared to consider awarding additional emoluments on the basis of financial and family circumstances. They may also, after considering the Fellow's resources, reimburse part or all of the cost of his travel to Cambridge and back. Applicants for the Fellowship should be

members of the staff of another university or other suitably qualified persons; officers of this University are not eligible. Preference will be given to promising younger scholars from the overseas countries of the Commonwealth who have shown distinction in their field of study. Applications from candidates within the United Kingdom will also receive consideration.

Applications should include the names of three persons to whom reference may be made and may be accompanied by not more than two testimonials. Applications should contain a *curriculum vitae*, details of the proposed work to be undertaken in Cambridge, and details of the applicant's probable financial resources for the period of tenure of the Fellowship. They must be sent to the Secretary of the Managers of the Smuts Memorial Fund, Office of the General Board, The Old Schools, Cambridge, CB2 1TT, so as to reach him not later than 11 March 1983.

CMHC University Scholarship

Donor: Canada Mortgage and Housing Corporation. *Where tenable:* Canadian or foreign universities. *Level of study:* Master's or doctoral level. *Field of study:* Architecture, business and public administration, economics, engineering, environmental studies, law, urban planning, and the social and behavioral sciences. *Value:* \$8,904.00 plus cost of travel from residence to place of study, university tuition fees and \$1,424.00 for each dependant. *Number:* Seventy-five. *Duration:* Twelve-month period starting in September 1983. Possibility of renewal for three more terms. *Conditions:* Canadian citizenship or permanent resident status gained no later than 15 September 1981. May not hold other awards from the Government of Canada but accept additional assistance from other sources with the permission of CMHC. *Closing date:* Applications must be sent by the University to CMHC by 15 March 1983. *Further information and application forms may be requested from:* Administrative Officer, Scholarships, Canada Mortgage and Housing Corporation, Ottawa, Ontario K1A 0P7.

Positions Vacant

The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Canadian Studies Program

The Canadian Studies Program invites applications for a two-thirds-time tenure-track appointment at the Assistant Professor level commencing 1 July 1983. PhD, teaching experience, record of publication, and versatility are required. Duties will include teaching two multidisciplinary Canadian Studies courses, student advising, and some administration. Applicants should present a strong academic background in some combination of the humanities, social sciences, and fine arts, with a record of academic performance in Canadian Studies.

Applications with *curriculum vitae* should be forwarded to Dr. Gordon Fearn, Chairman, Canadian Studies Committee, 306 Arts Building, The University of Alberta, Edmonton, Alberta, T6G 2E6. The closing date for receipt of applications is 31 January 1983.

Personnel Officer Housing and Food Services

Reporting to the Director, Housing and Food Services, the Personnel Officer will be responsible for

administering University of Alberta personnel policies, procedures and practices for six divisional managers and 350 employees. Functionally responsible to the Director of Personnel Services and Staff Relations, the person will also provide resource services to the divisional managers and be a member of appropriate campus committees.

As a member of the management team, the incumbent will conduct studies as required; promote awareness and goodwill among staff; consult, counsel and advise on all areas of personnel management to ensure compliance with University standards; implement a human resources management program; and develop a comprehensive training and development program for this diverse, complex organization.

Candidates should have a degree in a related subject and/or certification in a recognized personnel management program together with a minimum of five years experience at a senior level; experience in grievance resolution; demonstrated success in the area of staff training and development at all levels is essential. Appointment to commence at earliest possible convenience.

Salary range: \$26,170.00-\$39,250.00.

Please submit resume to: Gail Brown, Director, Housing and Food Services, Lister Hall, The University of Alberta, Edmonton, Alberta T6G 2H6.

Non-Academic Positions

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 432-5201. As positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 7 January 1983. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in *P.S.S.R.*

Clerk Typist III (\$1,232 - \$1,487) Administrative Services
Student Records Processing Clerk (\$1,232 - \$1,487) Education - Student Records Office, Arts, Extension
Systems Control Clerk (Part-Time, Term) (\$758 - \$884) Office of the Comptroller
Storeman II (Part-Time) (\$662 - \$808) Introductory Biology
Storeman I (\$1,148 - \$1,373) Chemistry
Food Service Worker III (\$1,324 - \$1,616) Housing and Food Services

Technician I (\$1,426 - \$1,754) Provincial Laboratory
Animal Technician I (Trust) (Part-Time) (\$713 - \$877) MSB Animal Unit
Laboratory Technologist I (\$1,754 - \$2,171) Provincial Laboratory
Biochemistry Technologist II (Trust) (\$1,829 - \$2,265) Pediatrics
Electronics Technician III (\$1,908 - \$2,368) Computing Science
Technologist III (\$2,078 - \$2,581) Genetics
Programmer/Analyst III (Trust) (\$2,472 - \$3,085) Computing Science
Instrument Mechanic (\$2,985) Physical Plant (Utilities-Mechanical)

For vacant library positions, please contact the Library Personnel Office, 5th floor, Cameron Library, telephone 432-3339.

Advertisements

Advertisements must reach the Editor by 3 p.m. on the Thursday prior to publication date which date also serves as the deadline for cancellation of advertisements. The cost of placing advertisements is 30 cents per word with no discount for subsequent insertions. There are no refunds. There is a maximum limit of thirty words and a minimum charge of \$1.50. Contributors' corrections will be assessed at \$1.50 for each line in which an insertion is made. Advertisements cannot be accepted over the telephone.

Accommodations available

For sale - Charming semi. (11147-77 Ave.), two fireplaces, basement suite. \$95,000. Call DeAnna Larson 481-0936, 436-5250. Spencer's Barbados - Two bedroom, ocean apartment

available for one week at 50% reduction on regular, daily rate of \$315 U.S. Ideal for two couples. 435-1107 evenings.

Ski chalet - Near Banff Park gates. Available one week per month during 1983 on shared cost basis. Sleeps 6 to 8. 435-1107 evenings.

For sale - By owner. Executive townhouse. West end. Five appliances. Heated garage. Fireplace. Phone 435-0250.

For rent - One bedroom suite. Spacious. Fully furnished. Walking distance University. \$220/month including utilities, laundry facilities. Non-smokers only. 435-6876.

For rent - One bedroom suite in luxury, hi-rise condo. Heated parking, pool, sauna. 433-9814.

For sale - Exciting semi-bungalow in Parkallen area. 1,260 sq. ft. includes six rooms, two baths and two basement bedrooms. Double garage. \$89,500. Call June Hill, Royal Trust 488-0620.



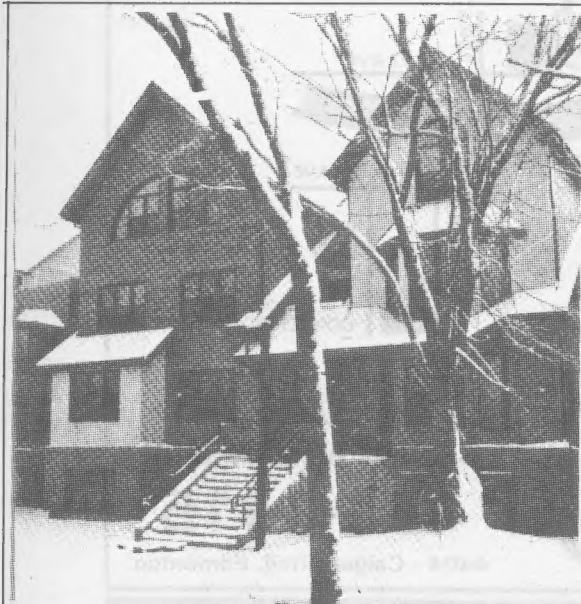
Alberta Sings Songbook

Published by the Recreation Students Soc.
Printed by University Printing Services.
Over 240 songs with full lyrics, music & illustrations.

Coil binding with All-weather cover \$5.00 each.
Available from Dept. of Rec. Admin.
P.E. and Rec. center W1-08.



Alberta 75
1905 1980



Housing and Food Services at The University of Alberta Presents the New Garneau Student Housing

Still Available:
2 bedroom and 4 bedroom units in two new housing blocks.

1 bedroom and 2 bedroom modified handicapped units.

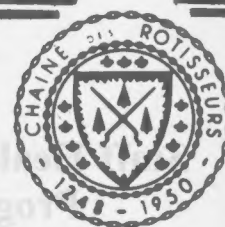
4 renovated houses.

Location: Between 110th and 111th Streets on 88th Avenue

Rent: From \$200.00

Available for occupancy: January 2, 1983

For further information: Telephone 432-4281



Bruno's
RESTAURANT
8223-109ST.
433-8161

**Now
Opens
for
Lunch**

11:30-2 PM
MON-FRI

Accommodations wanted

Visiting scientist (Postdoctoral) wishes to rent a house for up to one year, beginning approximately 1 April 1983. Family with three small children. Please contact Ellie Prepas. 432-3463, 432-3308.

Goods for sale

Collection of English, oak, dining-room furniture. 433-9814
Tanuki racoon pant coat. Natural color fur. Value \$1,500. Best offer 433-7531.
Moving, furniture for sale, low price. Call evenings. 439-9575.

Services

Donnie Word Processing. Specializing in theses, manuscripts, etc. 8315A-105 St. 432-1419
Singing teacher, Eileen Turner 439-4661.

Relief for backache, stress, tension. The Krieg Clinic provides specialized medical massage and chirogymnastic. Fully qualified and German trained. Gifts certificates available. Maria Krieg C.P.H.T. 436-8059, 11627-75 Ave.
Intermediate level French beginning 19 January. Excellent instructor. Patty 436-6706.
University family near Lister Hall requires child care 11:30 a.m.-12:30 p.m. and/or 3:30-5:30 p.m. Monday-Thursday. 433-5939 after 6 p.m.
Typing - Theses, etc. Experienced. 455-0641.
Ecole de l'Alliance Francaise will resume its French courses for adults and children at all levels on 24 January. For further information, please call 435-2260.
Going on vacation? Will care for your home 487-4561 mornings
Southwest family offers female student (non-smoker) room, bath plus board in return for child care. References 436-4006

Staff Health and Fitness Programmes Registering NOW!

*Information in Campus Recreation Bulletin
For a Copy, Call 432-5705*
35 Courses in Aerobic Dance, Keep Fit, Yoga,
Aquacises, Tai Chi
Starts in Week of 24th, January '83

Special Late Offerings

- | | |
|--|--|
| *Early Yoga | 0645 Monday & Wednesday
Starting 24th of January
Fee: \$44.00 |
| *Afternoon Aerobic
Dance (Beginner) | 1400 Tuesday & Thursday
Starting 25th of January
Fee: \$44.00 |
| *School House
Aerobics
(Beginner to
Intermediate) | 1700-1745 Tuesday & Thursday
Fee: \$37.00
Windsor Park School
8720 - 118 Street |

For Information Call 432-5607

ATTENTION

UNIVERSITY ACADEMIC & NON-ACADEMIC STAFF

HOTEL CONVENTION INN OFFERS

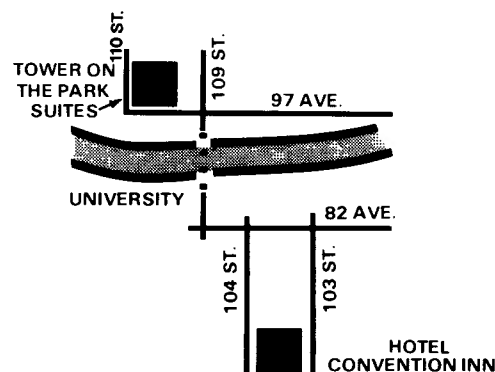
50%

OFF ALL REGULAR ROOM RATES

~~\$78.~~ - ~~\$150.~~

CONTACT HOTEL CONVENTION INN
AND ASK FOR OUR UNIVERSITY
PROMOTION RATES

ALSO ASK ABOUT OUR LUXURY APARTMENT
HOTEL — TOWER ON THE PARK — 100 EXECU-
TIVE 1, 2, & 3 BEDROOM SUITES WITH LIVING/
DININGROOM AND FULLY EQUIPPED KITCHEN.
FULLY-FURNISHED, MAID SERVICE, AND DAILY,
WEEKLY, OR MONTHLY RATES!



HOTEL
CONVENTION INN
434-6415

4404 - Calgary Trail, Edmonton